

Appendix A. - New Hire Benefits Matrix/FICA Indicator

	Full-time (100%) 40 hours/week	Part-time (50%) 20 hours/week	43.75% - 49.99% at least 17.5 hours/week	Less than 43.75%	Variable
N - Career	<i>Full Benefits (TIP) UCRP w/SS* Full FICA*</i>	<i>Full Benefits (TIP) UCRP w/SS* Full FICA*</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
A - Term	<i>Full Benefits (TIP) UCRP w/SS Full FICA</i>	<i>Full Benefits (TIP) UCRP w/SS Full FICA</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
P - Postdoc: more than 2 years	<i>Full Benefits (TIP) UCRP w/SS Full FICA</i>	<i>Full Benefits (TIP) UCRP w/SS Full FICA</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
V - Visiting Postdoc: 6 months or more (2 years max)	<i>Mid-Level Benefits (LTT) Safe Harbor Medicare Only</i>	<i>Mid-Level Benefits (LTT) Safe Harbor Medicare Only</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
T - Limited: Less than 3 months	<i>CORE w/TIP (COT) ** Safe Harbor Medicare Only</i>	<i>CORE w/TIP (COT) ** Safe Harbor Medicare Only</i>	<i>CORE w/TIP (COT) ** Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) ** Safe Harbor Medicare Only</i>
T - Limited: 3 months to less than 1000 hours	<i>Mid-Level Benefits (LTT) ** Safe Harbor Medicare Only</i>	<i>Mid-Level Benefits (LTT) ** Safe Harbor Medicare Only</i>	<i>CORE w/TIP (COT) ** Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) ** Safe Harbor Medicare Only</i>
S - Student (UC Student)	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) No FICA</i>	<i>No Health & Welfare (NON) No FICA</i>	<i>No Health & Welfare (NON) No FICA</i>
S - Student (non-UC Student)	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>	<i>No Health & Welfare (NON) Safe Harbor Medicare Only</i>
G - GSRA	<i>No Health & Welfare (NON) No FICA</i>	<i>No Health & Welfare (NON) No FICA</i>	<i>No Health & Welfare (NON) No FICA</i>	<i>No Health & Welfare (NON) No FICA</i>	<i>No Health & Welfare (NON) No FICA</i>
F - Faculty	<i>No Health & Welfare (NON) Faculty DC Plan Medicare Only</i>	<i>No Health & Welfare (NON) Faculty DC Plan Medicare Only</i>	<i>No Health & Welfare (NON) Faculty DC Plan Medicare Only</i>	<i>No Health & Welfare (NON) Faculty DC Plan Medicare Only</i>	<i>No Health & Welfare (NON) Faculty DC Plan Medicare Only</i>
Q - Rehired Retiree (less than 1000 hours in a rolling 12 month period)	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>No Health & Welfare (NON) ** Safe Harbor Medicare Only</i>
H - Special Scientist: 6 - 12 months at 100% or 12 months or more at 50% time	<i>Full Benefits (TIP) UCRP w/SS Full FICA</i>	<i>Full Benefits (TIP) UCRP w/SS Full FICA</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>

* For Firefighter, Fire Captain and Fire Chief, retirement plan is Safety and FICA indicator is Medicare Only.

** After 1000 hours worked in a rolling twelve month period, eligible for Full Benefits, UCRP w/SS and Full FICA.

Note: The above summary assumes the hires are not F1 or J1 non-immigrant aliens. For F1 or J1 hires, please consult with IRSO and/or Payroll